



Non Paid Work Experience Program (NPWE)

FACT SHEET

1. The Department of Veterans Affairs (VA) Non Paid Work Experience (NPWE) program provides eligible veterans an opportunity to obtain training and practical job experience concurrently. Veterans entitled to training under Chapter 31, VA Vocational Rehabilitation and Employment (VR&E) program are eligible to participate in NPWE, as deemed appropriate by a VA case manager. NPWE program provides opportunities for Veterans to enter positions in the federal, state, or local agencies at no cost to the agency. The NPWE program is designed to match the right person to the right job!
2. This program is ideal for eligible Veterans who have clearly established career goals and learn easily in a hands-on environment, or are having difficulties obtaining employment due to lack of work experience. The VA identifies potential employers and visits the job site to ensure suitability for a candidate. A case manager arranges an interview between the Veteran and the employer. Together with the employer, the case manager works to determine the specific job objectives and the time it should take to accomplish those objectives. A job description to outline job tasks and duties is helpful during this process. The VA completes the paperwork and obtains final approval. VR&E provides adaptive equipment and everything needed for the Veteran to succeed in their new career and continues this support until the Veteran successfully transitions into the new job. The VA may recoup this equipment if a veteran drops out of the program.
3. The advantage to employers is they receive high quality workers at no expense; there is no “red tape” to hire or fire; and a minimal amount of paperwork is required. For Veterans, it establishes employment history, builds confidence, and provides exposure for possible job placement, as well as a monthly subsistence allowance. The allowance received for participating in NPWE program is not paid by the participating employer; therefore, placement efforts will need to take place after the program has ended.
4. The VA recommends that case managers and supervisors meet regularly to discuss participating Veterans’ progress in training, assist with any problems, or to provide employers help with completing VA forms, as needed. This assistance is provided throughout the entire duration the Veteran spends in an organization. Once training is complete an employer may decide to hire a veteran, but is not under any obligation to do so.
5. To locate a Vet Center online, visit: http://www2.va.gov/directory/guide/vetcenter_flsh.asp